

Message Text

LIMITED OFFICIAL USE

PAGE 01 GENEVA 05684 161553Z

56

ACTION IO-13

INFO OCT-01 ISO-00 EUR-12 IOE-00 SSO-00 /026 W

----- 038259

O R 161515Z JUL 76

FM USMISSION GENEVA

TO SECSTATE WASHDC IMMEDIATE 1236

INFO AMEMBASSY ROME IMMEDIATE

USUN MISSION NEW YORK 3318

LIMITED OFFICIAL USE GENEVA 5684

ROME FOR HAMPTON, ICSC

E.O. 11652: N/A

TAGS: AORG UN

SUBJECT: GENEVA G-LEVEL SALARIES

REF: ROME 11337

1. MISSION BELIEVES THAT ON G-LEVEL SALARIES QUESTION IN GENEVA WE ARE AT ONE OF THOSE MOMENTS WHICH MUST BE SEIZED OR MUCH IS CONSEQUENTLY LOST. WE AGREE WITH DEPT AND WITH VIEWS EXPRESSED AT ICSC ROME MEETING (REFTEL) THAT ICSC IS NOT ITSELF NOW IN POSITION TO TAKE STAND ON FACTS OF MATTER. HOWEVER, SIGNIFICANT AMONG FACTS BEFORE US NOW, BESIDES SPRING SETTLEMENT OF G-LEVELSALARY DISPUTE AT A CONTINUOUSLY NEGOTIATED LEVEL, ARE (A) SUBSEQUENT REPORT OF JIU (REP/76/6), WHICH IN OUR READING OF IT IS BLISTERING CRITICISM OF MOST KEY FACTORS WHICH DETERMINED LEVEL OF SPRING SETTLEMENT; AND (B) DECISION OF ICSC TO ASSUME RESPONSIBILITIES UNDER ARTICLE 12 AND TO REVIEW BETWEEN NOW AND EARLY 1977 TOTAL PROBLEM OF G-LEVEL.

2. IT HAS BEEN SHOWN OVER THE PAST MONTHS THAT EXECUTIVE HEADS TEND TO PRESIDE OVER THIS PROBLEM RATHER THAN ASSERT THEIR MANAGEMENT RESPONSIBILITIES.

LIMITED OFFICIAL USE

LIMITED OFFICIAL USE

PAGE 02 GENEVA 05684 161553Z

THEY ARE NOT BLAMELESS FOR THIS BUT,

GIVEN THE WORKINGS OF THE COMMON SYSTEM,
THIS IS EXPLICABLE AND THEY CANNOT BE MADE TO
BEAR ALL THE BLAME. JIU AND ICSC HAVE BEEN DESIGNED
TO BE ABLE TO PLAY IMPORTANT ROLES IN DEALING WITH
THE SORT OF VOID IN WHICH THE GENEVA G-LEVEL SALARY
QUESTION HAS BEEN ALLOWED TO FESTER. JIU HAS RESPONDED
WITH ITS REPORT, AND ICSC APPEARS TO BE REACTING
TO THE PROBLEM IN A CONSTRUCTIVE AND RESPONSIBLE WAY.

3. SENTIMENT AMONG STAFF LEADERSHIP HERE IS DIFFICULT
TO GAUGE WITH PRECISION AT THIS JUNCTURE, BUT
THEY ARE SENSITIVE TO FACT THAT BOTH BATTELLE SURVEY
RESULTS AND ITS UNDERLYING METHODOLOGY FROM
WHICH SPRING SETTLEMENT NEGOTIATIONS HAD TO PROCEED
HAVE BEEN DISCREDITED IN EYES OF ALL IMPORTANT MEMBER
STATES. SINCE SETTLEMENT STAFF LEADERS HAVE WITNESSED
STRONG REACTION IN PLENARY SESSIONS AND GOVERNING
COUNCIL MEETINGS, AND SEE THAT IN MOST CASES EXECUTIVE
HEADS HAVE BEEN DIRECTED TO ONE DEGREE OR ANOTHER
TO FIND WAYS TO ABSORB THE INCREASES WITH CONSEQUENCE
THAT REDUCTIONS IN FORCE ARE UNDERWAY ALREADY
AT ILO AND WHO. GENERAL AND UNDERSTANDABLE ATTITUDE
AMONG STAFF LEADERS IS THAT THEY WILL TAKE ALL THEY
CAN GET, BUT WE SENSE FEELING AMONG THEM TOO THAT
THIS IS NOT A GOOD MOMENT TO PRESS THEIR LUCK.

4. FURTHER REASON FOR MODERATION AMONG STAFF LEADERS
IS THEIR REALIZATION THAT PROSPECTIVE UPWARD ADJUST-
MENTS IN SALARIES AGAIN AT THIS TIME RESULTS FROM
FACT THAT COMPUTATION IS PROJECTED FROM BASIS OF
THREE YEARS AVERAGE. HAD ONE YEAR AVERAGE BEEN USED
(SOMETHING STAFF LEADERS HAVE HERETOFORE PRESSED
FOR) COMPUTATION WOULD NOT HAVE CALLED FOR
INCREASES AT THIS TIME.

5. RECOMMENDATION: GIVEN ALL THESE FACTS, NOW THAT
ICSC HAS ASSUMED ITS ARTICLE 12 RESPONSIBILITIES IT
WOULD SEEM TO US ICSC COULD RECOMMEND TO EXECUTIVE HEADS THAT
IN VIEW OF (A) NONFACTUAL MANNER IN WHICH SPRING SETTLEMENT
PERCENTAGE INCREASES HAD TO BE ARRIVED AT, (B) SERIOUS QUESTIONS
LIMITED OFFICIAL USE

LIMITED OFFICIAL USE

PAGE 03 GENEVA 05684 161553Z

RAISED BY JIU REPORT, AND (C) REVIEW NOW BEING INITIATED
BY ICSC THERE WOULD APPEAR TO BE SUBSTANTIAL JUSTIFICATION
FOR DEFERRING IMPLEMENTATION OF AUTOMATIC INCREASES
(FOR PERHAPS SIX MONTHS) SO THAT ADJUSTMENTS MAY
THEN BE MADE ON A FULLY SUBSTANTIATED BASIS. DALE

LIMITED OFFICIAL USE

NNN

Message Attributes

Automatic Decaptioning: X
Capture Date: 01 JAN 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: n/a
Control Number: n/a
Copy: SINGLE
Draft Date: 16 JUL 1976
Decaption Date: 01 JAN 1960
Decaption Note:
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Authority: ShawDG
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 28 MAY 2004
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1976GENEVA05684
Document Source: CORE
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
Executive Order: N/A
Errors: N/A
Film Number: D760275-0027
From: GENEVA
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1976/newtext/t19760752/aaaabsuv.tel
Line Count: 112
Locator: TEXT ON-LINE, ON MICROFILM
Office: ACTION IO
Original Classification: LIMITED OFFICIAL USE
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 3
Previous Channel Indicators: n/a
Previous Classification: LIMITED OFFICIAL USE
Previous Handling Restrictions: n/a
Reference: 76 ROME 11337
Review Action: RELEASED, APPROVED
Review Authority: ShawDG
Review Comment: n/a
Review Content Flags:
Review Date: 30 APR 2004
Review Event:
Review Exemptions: n/a
Review History: RELEASED <30 APR 2004 by izenbei0>; APPROVED <26 AUG 2004 by ShawDG>
Review Markings:

Margaret P. Grafeld
Declassified/Released
US Department of State
EO Systematic Review
04 MAY 2006

Review Media Identifier:
Review Referrals: n/a
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
Secure: OPEN
Status: NATIVE
Subject: GENEVA G-LEVEL SALARIES
TAGS: AORG, UN
To: STATE
Type: TE
Markings: Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 04 MAY 2006